



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

AIRSERVICES AUSTRALIA ENTERPRISE AWARD 2016 [MA000141]

Commonwealth employment

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 11.1 and inserting the following:

Classification	Per annum \$
Air Traffic Controller—Academy Trainee	55,706
Air Traffic Controller—Field Trainee	68,061
Air Traffic Controller	80,927
Unit Tower Supervisor	90,240
Check & Standardisation Supervisor—Air Traffic Control	95,615
Systems Supervisor	95,615

2. By deleting the table appearing in clause 11.2 and inserting the following:

Classification	Per annum \$
Airways Data Team—Trainee	50,070
Airways Data Team—Officer	51,058
Airways Data Team—Supervisor	67,877

3. By deleting the table appearing in clause 11.3 and inserting the following:

Classification	Per annum \$
Simulator Support Specialist—Trainee	50,070
Simulator Support Specialist—Level 1	51,058
Simulator Support Specialist—Level 2	58,357
Simulator Support Specialist—Classroom Trainer	62,546
Simulator Support Specialist—Supervisor	67,877

4. By deleting the table appearing in clause 11.4 and inserting the following:

Classification	Per annum \$
Flight Data Coordinator—Trainee	50,070
Flight Data Coordinator—Officer	51,058
Flight Data Coordinator—Supervisor	67,877

5. By deleting the table appearing in clause 11.5 and inserting the following:

Classification	Per annum \$
Aviation Communications Specialist—Trainee	51,878
Aviation Communications Specialist—Journeyman	62,175
Aviation Communications Specialist	69,952
Check & Standardisation Supervisor—Upper Air Space High Frequency	73,328
High Frequency Shift Manager	77,683

6. By deleting the table appearing in clause 11.6 and inserting the following:

Classification	Per annum \$
Traffic Management Officer—Trainee	51,878
Traffic Management Officer—Journeyman	62,175

Classification	Per annum \$
Traffic Management Officer	69,952
Check & Standardisation Supervisor—National Operations Centre	73,328
National Operations Supervisor	77,683

7. By deleting the table appearing in clause 11.7 and inserting the following:

Classification	Per annum \$
Recruit	52,633
Trainee Fire Fighter—Level 1	53,615
Trainee Fire Fighter—Level 2	56,231
Leading Fire Fighter	58,459
Sub-Station Officer	59,400
Station Officer	62,929
Fire Commander	75,115

8. By deleting the table appearing in clause 11.8 and inserting the following:

Classification	Per annum \$
Administrative Services—Level 1	51,404
Administrative Services—Level 2	55,699
Administrative Services—Level 3	60,582
Administrative Services—Level 4	64,493
Administrative Services—Level 5	69,819
Administrative Services—Level 6	76,224
Administrative Services—Level 7	87,795
Administrative Services—Level 8	102,120
Administrative Services—Level 9	106,782

9. By deleting the table appearing in clause 11.9 and inserting the following:

Classification	Per annum \$
Technology Professional—Level 1	61,836
Technology Professional—Level 2	73,925
Technology Professional—Level 3	91,199
Technology Professional—Level 4	106,626

10. By deleting the table appearing in clause 11.10 and inserting the following:

Classification	Per annum \$
Technical Employee—Level 1	57,110
Technical Employee—Level 2	63,728
Technical Employee—Level 3	66,415
Technical Employee—Level 4	74,057
Technical Employee—Level 5	83,976
Technical Employee—Level 6	91,199
Technical Employee—Level 7	106,626

11. By deleting the amount “\$2594.18” appearing in clause 12.7(a) and inserting “\$2685.04”.

12. By deleting the amount “\$5272.50” appearing in clause 12.7(b) and inserting “\$5457.18”.

13. By deleting the table appearing in clause 12.8(a) and inserting the following:

Classification level	A - Kingsford Smith Airport	(a) - Moorabbin, Archerfield, Jandakot, Bankstown, Parafield	B - Melbourne, Brisbane, Perth, Adelaide, Cairns, Canberra
	\$	\$	\$
UTS/C&SS	5457.18	3820.56	3820.56
ATC	4147.47	2510.96	2510.96
Field trainee	3493.65	1855.18	1855.18

14. By deleting the amount “\$65,202” appearing in clause 12.13(a) and inserting “\$67,484”.
15. By deleting the amount “\$18.11” appearing in clause 12.15(a) and inserting “\$18.74”.
16. By deleting the amount “\$33.12” appearing in clause 12.19(a) and inserting “\$34.28”.
17. By deleting the amount “\$37.87” appearing in clause 12.19(b) and inserting “\$39.19”.
18. By deleting the amount “\$23.62” appearing in clause 12.19(c) and inserting “\$24.45”.
19. By deleting the amount “\$28.38” appearing in clause 12.19(d) and inserting “\$29.37”.
20. By deleting the amount “\$0.86” appearing in clause 12.20(b) and inserting “\$0.89”.
21. By deleting the amount “\$0.65” appearing in clause 12.20(c) and inserting “\$0.67”.

22. By deleting the amount “\$0.86” appearing in clause 12.20(d) and inserting “\$0.89”.
23. By deleting the amount “\$0.45” appearing in clause 12.20(e) and inserting “\$0.46”.
24. By deleting the amounts “\$0.65” and “\$0.86” appearing in clause 12.20(f)(i) and inserting “\$0.67” and “\$0.89” respectively.
25. By deleting the amount “\$0.65” appearing in clause 12.20(g) and inserting “\$0.67”.
26. By deleting the amount “\$1.74” appearing in clause 12.20(h) and inserting “\$1.80”.
27. By deleting the amount “\$0.73” appearing in clause 12.20(i) and inserting “\$0.75”.
28. By deleting the table appearing in clause 12.21(a) and inserting the following:

Location	Amount per annum
	\$
Category 1	2543.83
Category 2	6128.41
Category 3	7310.38

29. By deleting the amount “\$42,210” appearing in clause 13.1(a) and inserting “\$43,687”.
30. By deleting the amount “\$42,210” appearing in clause 14.1(b) and inserting “\$43,687”.
31. By deleting the amount “\$3.60” appearing in clause 17.9(b) and inserting “\$3.73”.
32. By deleting the table appearing in clause B.2 and inserting the following:

	Day
	ordinary rate— 100%
	\$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	29.66
Air Traffic Controller—Field Trainee	36.24
Air Traffic Controller	43.09
Unit Tower Supervisor	48.05
Check & Standardisation Supervisor—Air Traffic Control	50.91
Systems Supervisor	50.91
Airways Data Team	
Airways Data Team—Trainee	26.66
Airways Data Team—Officer	27.19
Airways Data Team—Supervisor	36.14

	Day
	ordinary rate— 100%
	\$
Simulator Support Specialist	
Simulator Support Specialist—Trainee	26.66
Simulator Support Specialist—Level 1	27.19
Simulator Support Specialist—Level 2	31.07
Simulator Support Specialist—Classroom Trainer	33.30
Simulator Support Specialist—Supervisor	36.14
Flight Data Coordinator	
Flight Data Coordinator—Trainee	26.66
Flight Data Coordinator—Officer	27.19
Flight Data Coordinator—Supervisor	36.14
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	27.62
Aviation Communications Specialist—Journeyman	33.11
Aviation Communications Specialist	37.25
Check & Standardisation Supervisor—Upper Air Space High Frequency	39.05
High Frequency Shift Manager	41.36
National Operations Centre	
Traffic Management Officer—Trainee	27.62
Traffic Management Officer—Journeyman	33.11
Traffic Management Officer	37.25
Check & Standardisation Supervisor—National Operations Centre	39.05
National Operations Supervisor	41.36
Aviation Rescue Fire Fighter	
Recruit	26.55
Trainee Fire Fighter—Level 1	27.05
Trainee Fire Fighter—Level 2	28.37
Leading Fire Fighter	29.49
Sub-Station Officer	29.96
Station Officer	31.74
Fire Commander	37.89

	Day
	ordinary rate— 100%
	\$
Administrative Services	
Administrative Services—Level 1	26.81
Administrative Services—Level 2	29.05
Administrative Services—Level 3	31.60
Administrative Services—Level 4	33.64
Administrative Services—Level 5	36.42
Administrative Services—Level 6	39.76
Administrative Services—Level 7	45.80
Administrative Services—Level 8	53.27
Administrative Services—Level 9	55.70
Technology Professional	
Technology Professional—Level 1	32.25
Technology Professional—Level 2	38.56
Technology Professional—Level 3	47.57
Technology Professional—Level 4	55.62
Technical Employee	
Technical Employee—Level 1	29.79
Technical Employee—Level 2	33.24
Technical Employee—Level 3	34.64
Technical Employee—Level 4	38.63
Technical Employee—Level 5	43.80
Technical Employee—Level 6	47.57
Technical Employee—Level 7	55.62

33. By deleting the table appearing in clause B.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	44.49	59.32	59.32	74.15
Air Traffic Controller—Field Trainee	54.36	72.48	72.48	90.60
Air Traffic Controller	64.64	86.18	86.18	107.73

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Unit Tower Supervisor	72.08	96.10	96.10	120.13
Check & Standardisation Supervisor—Air Traffic Control	76.37	101.82	101.82	127.28
Systems Supervisor	76.37	101.82	101.82	127.28
Airways Data Team				
Airways Data Team—Trainee	39.99	53.32	53.32	66.65
Airways Data Team—Officer	40.79	54.38	54.38	67.98
Airways Data Team—Supervisor	54.21	72.28	72.28	90.35
Simulator Support Specialist				
Simulator Support Specialist— Trainee	39.99	53.32	53.32	66.65
Simulator Support Specialist— Level 1	40.79	54.38	54.38	67.98
Simulator Support Specialist— Level 2	46.61	62.14	62.14	77.68
Simulator Support Specialist— Classroom Trainer	49.95	66.60	66.60	83.25
Simulator Support Specialist— Supervisor	54.21	72.28	72.28	90.35
Flight Data Coordinator				
Flight Data Coordinator—Trainee	39.99	53.32	53.32	66.65
Flight Data Coordinator—Officer	40.79	54.38	54.38	67.98
Flight Data Coordinator— Supervisor	54.21	72.28	72.28	90.35
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	41.43	55.24	55.24	69.05
Aviation Communications Specialist—Journeyman	49.67	66.22	66.22	82.78
Aviation Communications Specialist	55.88	74.50	74.50	93.13
Check & Standardisation Supervisor—Upper Air Space High Frequency	58.58	78.10	78.10	97.63
High Frequency Shift Manager	62.04	82.72	82.72	103.40

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
National Operations Centre				
Traffic Management Officer— Trainee	41.43	55.24	55.24	69.05
Traffic Management Officer— Journeyman	49.67	66.22	66.22	82.78
Traffic Management Officer	55.88	74.50	74.50	93.13
Check & Standardisation Supervisor—National Operations Centre	58.58	78.10	78.10	97.63
National Operations Supervisor	62.04	82.72	82.72	103.40
Aviation Rescue Fire Fighter				
Recruit	39.83	53.10	53.10	66.38
Trainee Fire Fighter—Level 1	40.58	54.10	54.10	67.63
Trainee Fire Fighter—Level 2	42.56	56.74	56.74	70.93
Leading Fire Fighter	44.24	58.98	58.98	73.73
Sub-Station Officer	44.94	59.92	59.92	74.90
Station Officer	47.61	63.48	63.48	79.35
Fire Commander	56.84	75.78	75.78	94.73
Administrative Services				
Administrative Services—Level 1	40.22	53.62	53.62	67.03
Administrative Services—Level 2	43.58	58.10	58.10	72.63
Administrative Services—Level 3	47.40	63.20	63.20	79.00
Administrative Services—Level 4	50.46	67.28	67.28	84.10
Administrative Services—Level 5	54.63	72.84	72.84	91.05
Administrative Services—Level 6	59.64	79.52	79.52	99.40
Administrative Services—Level 7	68.70	91.60	91.60	114.50
Administrative Services—Level 8	79.91	106.54	106.54	133.18
Administrative Services—Level 9	83.55	111.40	111.40	139.25
Technology Professional				
Technology Professional—Level 1	48.38	64.50	64.50	80.63
Technology Professional—Level 2	57.84	77.12	77.12	96.40
Technology Professional—Level 3	71.36	95.14	95.14	118.93
Technology Professional—Level 4	83.43	111.24	111.24	139.05
Technical Employee				
Technical Employee—Level 1	44.69	59.58	59.58	74.48
Technical Employee—Level 2	49.86	66.48	66.48	83.10

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Technical Employee—Level 3	51.96	69.28	69.28	86.60
Technical Employee—Level 4	57.95	77.26	77.26	96.58
Technical Employee—Level 5	65.70	87.60	87.60	109.50
Technical Employee—Level 6	71.36	95.14	95.14	118.93
Technical Employee—Level 7	83.43	111.24	111.24	139.05

34. By deleting the table appearing in clause B.4 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Air Traffic Controller					
Air Traffic Controller—Academy Trainee	34.11	38.56	44.49	59.32	74.15
Air Traffic Controller—Field Trainee	41.68	47.11	54.36	72.48	90.60
Air Traffic Controller	49.55	56.02	64.64	86.18	107.73
Unit Tower Supervisor	55.26	62.47	72.08	96.10	120.13
Check & Standardisation Supervisor—Air Traffic Control	58.55	66.18	76.37	101.82	127.28
Systems Supervisor	58.55	66.18	76.37	101.82	127.28
Airways Data Team					
Airways Data Team—Trainee	30.66	34.66	39.99	53.32	66.65
Airways Data Team—Officer	31.27	35.35	40.79	54.38	67.98
Airways Data Team—Supervisor	41.56	46.98	54.21	72.28	90.35
Simulator Support Specialist					
Simulator Support Specialist—Trainee	30.66	34.66	39.99	53.32	66.65
Simulator Support Specialist—Level 1	31.27	35.35	40.79	54.38	67.98
Simulator Support Specialist—Level 2	35.73	40.39	46.61	62.14	77.68
Simulator Support Specialist—Classroom Trainer	38.30	43.29	49.95	66.60	83.25
Simulator Support Specialist—Supervisor	41.56	46.98	54.21	72.28	90.35

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Flight Data Coordinator					
Flight Data Coordinator—Trainee	30.66	34.66	39.99	53.32	66.65
Flight Data Coordinator—Officer	31.27	35.35	40.79	54.38	67.98
Flight Data Coordinator—Supervisor	41.56	46.98	54.21	72.28	90.35
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	31.76	35.91	41.43	55.24	69.05
Aviation Communications Specialist—Journeyman	38.08	43.04	49.67	66.22	82.78
Aviation Communications Specialist	42.84	48.43	55.88	74.50	93.13
Check & Standardisation Supervisor—Upper Air Space High Frequency	44.91	50.77	58.58	78.10	97.63
High Frequency Shift Manager	47.56	53.77	62.04	82.72	103.40
National Operations Centre					
Traffic Management Officer—Trainee	31.76	35.91	41.43	55.24	69.05
Traffic Management Officer— Journeyman	38.08	43.04	49.67	66.22	82.78
Traffic Management Officer	42.84	48.43	55.88	74.50	93.13
Check & Standardisation Supervisor—National Operations Centre	44.91	50.77	58.58	78.10	97.63
National Operations Supervisor	47.56	53.77	62.04	82.72	103.40
Aviation Rescue Fire Fighter					
Recruit	30.53	34.52	39.83	53.10	66.38
Trainee Fire Fighter—Level 1	31.11	35.17	40.58	54.10	67.63
Trainee Fire Fighter—Level 2	32.63	36.88	42.56	56.74	70.93
Leading Fire Fighter	33.91	38.34	44.24	58.98	73.73
Sub-Station Officer	34.45	38.95	44.94	59.92	74.90
Station Officer	36.50	41.26	47.61	63.48	79.35
Fire Commander	43.57	49.26	56.84	75.78	94.73
Administrative Services					
Administrative Services—Level 1	30.83	34.85	40.22	53.62	67.03
Administrative Services—Level 2	33.41	37.77	43.58	58.10	72.63
Administrative Services—Level 3	36.34	41.08	47.40	63.20	79.00
Administrative Services—Level 4	38.69	43.73	50.46	67.28	84.10
Administrative Services—Level 5	41.88	47.35	54.63	72.84	91.05

	Night	Continuous night	Saturday	Sunday	Public holiday
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Administrative Services—Level 6	45.72	51.69	59.64	79.52	99.40
Administrative Services—Level 7	52.67	59.54	68.70	91.60	114.50
Administrative Services—Level 8	61.26	69.25	79.91	106.54	133.18
Administrative Services—Level 9	64.06	72.41	83.55	111.40	139.25
Technology Professional					
Technology Professional—Level 1	37.09	41.93	48.38	64.50	80.63
Technology Professional—Level 2	44.34	50.13	57.84	77.12	96.40
Technology Professional—Level 3	54.71	61.84	71.36	95.14	118.93
Technology Professional—Level 4	63.96	72.31	83.43	111.24	139.05
Technical Employee					
Technical Employee—Level 1	34.26	38.73	44.69	59.58	74.48
Technical Employee—Level 2	38.23	43.21	49.86	66.48	83.10
Technical Employee—Level 3	39.84	45.03	51.96	69.28	86.60
Technical Employee—Level 4	44.42	50.22	57.95	77.26	96.58
Technical Employee—Level 5	50.37	56.94	65.70	87.60	109.50
Technical Employee—Level 6	54.71	61.84	71.36	95.14	118.93
Technical Employee—Level 7	63.96	72.31	83.43	111.24	139.05

35. By deleting the table appearing in clause B.5 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	44.49	59.32	59.32	74.15
Air Traffic Controller—Field Trainee	54.36	72.48	72.48	90.60
Air Traffic Controller	64.64	86.18	86.18	107.73
Unit Tower Supervisor	72.08	96.10	96.10	120.13
Check & Standardisation Supervisor—Air Traffic Control	76.37	101.82	101.82	127.28
Systems Supervisor	76.37	101.82	101.82	127.28
Airways Data Team				
Airways Data Team—Trainee	39.99	53.32	53.32	66.65
Airways Data Team—Officer	40.79	54.38	54.38	67.98

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Airways Data Team—Supervisor	54.21	72.28	72.28	90.35
Simulator Support Specialist				
Simulator Support Specialist— Trainee	39.99	53.32	53.32	66.65
Simulator Support Specialist— Level 1	40.79	54.38	54.38	67.98
Simulator Support Specialist— Level 2	46.61	62.14	62.14	77.68
Simulator Support Specialist— Classroom Trainer	49.95	66.60	66.60	83.25
Simulator Support Specialist— Supervisor	54.21	72.28	72.28	90.35
Flight Data Coordinator				
Flight Data Coordinator—Trainee	39.99	53.32	53.32	66.65
Flight Data Coordinator—Officer	40.79	54.38	54.38	67.98
Flight Data Coordinator— Supervisor	54.21	72.28	72.28	90.35
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	41.43	55.24	55.24	69.05
Aviation Communications Specialist—Journeyman	49.67	66.22	66.22	82.78
Aviation Communications Specialist	55.88	74.50	74.50	93.13
Check & Standardisation Supervisor—Upper Air Space High Frequency	58.58	78.10	78.10	97.63
High Frequency Shift Manager	62.04	82.72	82.72	103.40
National Operations Centre				
Traffic Management Officer— Trainee	41.43	55.24	55.24	69.05
Traffic Management Officer— Journeyman	49.67	66.22	66.22	82.78
Traffic Management Officer	55.88	74.50	74.50	93.13
Check & Standardisation Supervisor—National Operations Centre	58.58	78.10	78.10	97.63

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public Holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
National Operations Supervisor	62.04	82.72	82.72	103.40
Aviation Rescue Fire Fighter				
Recruit	39.83	53.10	53.10	66.38
Trainee Fire Fighter—Level 1	40.58	54.10	54.10	67.63
Trainee Fire Fighter—Level 2	42.56	56.74	56.74	70.93
Leading Fire Fighter	44.24	58.98	58.98	73.73
Sub-Station Officer	44.94	59.92	59.92	74.90
Station Officer	47.61	63.48	63.48	79.35
Fire Commander	56.84	75.78	75.78	94.73
Administrative Services				
Administrative Services—Level 1	40.22	53.62	53.62	67.03
Administrative Services—Level 2	43.58	58.10	58.10	72.63
Administrative Services—Level 3	47.40	63.20	63.20	79.00
Administrative Services—Level 4	50.46	67.28	67.28	84.10
Administrative Services—Level 5	54.63	72.84	72.84	91.05
Administrative Services—Level 6	59.64	79.52	79.52	99.40
Administrative Services—Level 7	68.70	91.60	91.60	114.50
Administrative Services—Level 8	79.91	106.54	106.54	133.18
Administrative Services—Level 9	83.55	111.40	111.40	139.25
Technology Professional				
Technology Professional—Level 1	48.38	64.50	64.50	80.63
Technology Professional—Level 2	57.84	77.12	77.12	96.40
Technology Professional—Level 3	71.36	95.14	95.14	118.93
Technology Professional—Level 4	83.43	111.24	111.24	139.05
Technical Employee				
Technical Employee—Level 1	44.69	59.58	59.58	74.48
Technical Employee—Level 2	49.86	66.48	66.48	83.10
Technical Employee—Level 3	51.96	69.28	69.28	86.60
Technical Employee—Level 4	57.95	77.26	77.26	96.58
Technical Employee—Level 5	65.70	87.60	87.60	109.50
Technical Employee—Level 6	71.36	95.14	95.14	118.93
Technical Employee—Level 7	83.43	111.24	111.24	139.05

36. By deleting the table appearing in clause B.6 and inserting the following:

	Day
	ordinary rate – 125%
	\$
Air Traffic Controller	
Air Traffic Controller—Academy Trainee	37.08
Air Traffic Controller—Field Trainee	45.30
Air Traffic Controller	53.86
Unit Tower Supervisor	60.06
Check & Standardisation Supervisor—Air Traffic Control	63.64
Systems Supervisor	63.64
Airways Data Team	
Airways Data Team—Trainee	33.33
Airways Data Team—Officer	33.99
Airways Data Team—Supervisor	45.18
Simulator Support Specialist	
Simulator Support Specialist—Trainee	33.33
Simulator Support Specialist—Level 1	33.99
Simulator Support Specialist—Level 2	38.84
Simulator Support Specialist—Classroom Trainer	41.63
Simulator Support Specialist—Supervisor	45.18
Flight Data Coordinator	
Flight Data Coordinator—Trainee	33.33
Flight Data Coordinator—Officer	33.99
Flight Data Coordinator—Supervisor	45.18
Upper Air Space High Frequency	
Aviation Communications Specialist—Trainee	34.53
Aviation Communications Specialist— Journeyman	41.39
Aviation Communications Specialist	46.56
Check & Standardisation Supervisor—Upper Air Space High Frequency	48.81
High Frequency Shift Manager	51.70
National Operations Centre	
Traffic Management Officer—Trainee	34.53
Traffic Management Officer—Journeyman	41.39
Traffic Management Officer	46.56

	Day
	ordinary rate – 125%
	\$
Check & Standardisation Supervisor—National Operations Centre	48.81
National Operations Supervisor	51.70
Aviation Rescue Fire Fighter	
Recruit	33.19
Trainee Fire Fighter—Level 1	33.81
Trainee Fire Fighter—Level 2	35.46
Leading Fire Fighter	36.86
Sub-Station Officer	37.45
Station Officer	39.68
Fire Commander	47.36
Administrative Services	
Administrative Services—Level 1	33.51
Administrative Services—Level 2	36.31
Administrative Services—Level 3	39.50
Administrative Services—Level 4	42.05
Administrative Services—Level 5	45.53
Administrative Services—Level 6	49.70
Administrative Services—Level 7	57.25
Administrative Services—Level 8	66.59
Administrative Services—Level 9	69.63
Technology Professional	
Technology Professional—Level 1	40.31
Technology Professional—Level 2	48.20
Technology Professional—Level 3	59.46
Technology Professional—Level 4	69.53
Technical Employee	
Technical Employee—Level 1	37.24
Technical Employee—Level 2	41.55
Technical Employee—Level 3	43.30
Technical Employee—Level 4	48.29
Technical Employee—Level 5	54.75
Technical Employee—Level 6	59.46
Technical Employee—Level 7	69.53

37. By deleting the table appearing in clause B.7 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	44.49	59.32	59.32	74.15
Air Traffic Controller—Field Trainee	54.36	72.48	72.48	90.60
Air Traffic Controller	64.64	86.18	86.18	107.73
Unit Tower Supervisor	72.08	96.10	96.10	120.13
Check & Standardisation Supervisor—Air Traffic Control	76.37	101.82	101.82	127.28
Systems Supervisor	76.37	101.82	101.82	127.28
Airways Data Team				
Airways Data Team—Trainee	39.99	53.32	53.32	66.65
Airways Data Team—Officer	40.79	54.38	54.38	67.98
Airways Data Team—Supervisor	54.21	72.28	72.28	90.35
Simulator Support Specialist				
Simulator Support Specialist—Trainee	39.99	53.32	53.32	66.65
Simulator Support Specialist—Level 1	40.79	54.38	54.38	67.98
Simulator Support Specialist—Level 2	46.61	62.14	62.14	77.68
Simulator Support Specialist—Classroom Trainer	49.95	66.60	66.60	83.25
Simulator Support Specialist—Supervisor	54.21	72.28	72.28	90.35
Flight Data Coordinator				
Flight Data Coordinator—Trainee	39.99	53.32	53.32	66.65
Flight Data Coordinator—Officer	40.79	54.38	54.38	67.98
Flight Data Coordinator—Supervisor	54.21	72.28	72.28	90.35
Upper Air Space High Frequency				
Aviation Communications Specialist—Trainee	41.43	55.24	55.24	69.05
Aviation Communications Specialist—Journeyman	49.67	66.22	66.22	82.78

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Aviation Communications Specialist	55.88	74.50	74.50	93.13
Check & Standardisation Supervisor—Upper Air Space High Frequency	58.58	78.10	78.10	97.63
High Frequency Shift Manager	62.04	82.72	82.72	103.40
National Operations Centre				
Traffic Management Officer—Trainee	41.43	55.24	55.24	69.05
Traffic Management Officer—Journeyman	49.67	66.22	66.22	82.78
Traffic Management Officer	55.88	74.50	74.50	93.13
Check & Standardisation Supervisor—National Operations Centre	58.58	78.10	78.10	97.63
National Operations Supervisor	62.04	82.72	82.72	103.40
Aviation Rescue Fire Fighter				
Recruit	39.83	53.10	53.10	66.38
Trainee Fire Fighter—Level 1	40.58	54.10	54.10	67.63
Trainee Fire Fighter—Level 2	42.56	56.74	56.74	70.93
Leading Fire Fighter	44.24	58.98	58.98	73.73
Sub-Station Officer	44.94	59.92	59.92	74.90
Station Officer	47.61	63.48	63.48	79.35
Fire Commander	56.84	75.78	75.78	94.73
Administrative Services				
Administrative Services—Level 1	40.22	53.62	53.62	67.03
Administrative Services—Level 2	43.58	58.10	58.10	72.63
Administrative Services—Level 3	47.40	63.20	63.20	79.00
Administrative Services—Level 4	50.46	67.28	67.28	84.10
Administrative Services—Level 5	54.63	72.84	72.84	91.05
Administrative Services—Level 6	59.64	79.52	79.52	99.40
Administrative Services—Level 7	68.70	91.60	91.60	114.50
Administrative Services—Level 8	79.91	106.54	106.54	133.18
Administrative Services—Level 9	83.55	111.40	111.40	139.25
Technology Professional				
Technology Professional—Level 1	48.38	64.50	64.50	80.63
Technology Professional—Level 2	57.84	77.12	77.12	96.40

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Technology Professional—Level 3	71.36	95.14	95.14	118.93
Technology Professional—Level 4	83.43	111.24	111.24	139.05
Technical Employee				
Technical Employee—Level 1	44.69	59.58	59.58	74.48
Technical Employee—Level 2	49.86	66.48	66.48	83.10
Technical Employee—Level 3	51.96	69.28	69.28	86.60
Technical Employee—Level 4	57.95	77.26	77.26	96.58
Technical Employee—Level 5	65.70	87.60	87.60	109.50
Technical Employee—Level 6	71.36	95.14	95.14	118.93
Technical Employee—Level 7	83.43	111.24	111.24	139.05

38. By deleting the table appearing in clause B.8 and inserting the following:

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Air Traffic Controller					
Air Traffic Controller—Academy Trainee	41.52	45.97	51.91	66.74	81.57
Air Traffic Controller—Field Trainee	50.74	56.17	63.42	81.54	99.66
Air Traffic Controller	60.33	66.79	75.41	96.95	118.50
Unit Tower Supervisor	67.27	74.48	84.09	108.11	132.14
Check & Standardisation Supervisor—Air Traffic Control	71.27	78.91	89.09	114.55	140.00
Systems Supervisor	71.27	78.91	89.09	114.55	140.00
Airways Data Team					
Airways Data Team—Trainee	37.32	41.32	46.66	59.99	73.32
Airways Data Team—Officer	38.07	42.14	47.58	61.18	74.77

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Airways Data Team—Supervisor	50.60	56.02	63.25	81.32	99.39
Simulator Support Specialist					
Simulator Support Specialist—Trainee	37.32	41.32	46.66	59.99	73.32
Simulator Support Specialist—Level 1	38.07	42.14	47.58	61.18	74.77
Simulator Support Specialist—Level 2	43.50	48.16	54.37	69.91	85.44
Simulator Support Specialist—Classroom Trainer	46.62	51.62	58.28	74.93	91.58
Simulator Support Specialist—Supervisor	50.60	56.02	63.25	81.32	99.39
Flight Data Coordinator					
Flight Data Coordinator—Trainee	37.32	41.32	46.66	59.99	73.32
Flight Data Coordinator—Officer	38.07	42.14	47.58	61.18	74.77
Flight Data Coordinator—Supervisor	50.60	56.02	63.25	81.32	99.39
Upper Air Space High Frequency					
Aviation Communications Specialist—Trainee	38.67	42.81	48.34	62.15	75.96
Aviation Communications Specialist—Journeyman	46.35	51.32	57.94	74.50	91.05
Aviation Communications Specialist	52.15	57.74	65.19	83.81	102.44
Check & Standardisation Supervisor—Upper Air Space High Frequency	54.67	60.53	68.34	87.86	107.39
High Frequency Shift Manager	57.90	64.11	72.38	93.06	113.74
National Operations Centre					
Traffic Management Officer—Trainee	38.67	42.81	48.34	62.15	75.96

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Traffic Management Officer— Journeyman	46.35	51.32	57.94	74.50	91.05
Traffic Management Officer	52.15	57.74	65.19	83.81	102.44
Check & Standardisation Supervisor—National Operations Centre	54.67	60.53	68.34	87.86	107.39
National Operations Supervisor	57.90	64.11	72.38	93.06	113.74
Aviation Rescue Fire Fighter					
Recruit	37.17	41.15	46.46	59.74	73.01
Trainee Fire Fighter—Level 1	37.87	41.93	47.34	60.86	74.39
Trainee Fire Fighter—Level 2	39.72	43.97	49.65	63.83	78.02
Leading Fire Fighter	41.29	45.71	51.61	66.35	81.10
Sub-Station Officer	41.94	46.44	52.43	67.41	82.39
Station Officer	44.44	49.20	55.55	71.42	87.29
Fire Commander	53.05	58.73	66.31	85.25	104.20
Administrative Services					
Administrative Services—Level 1	37.53	41.56	46.92	60.32	73.73
Administrative Services—Level 2	40.67	45.03	50.84	65.36	79.89
Administrative Services—Level 3	44.24	48.98	55.30	71.10	86.90
Administrative Services—Level 4	47.10	52.14	58.87	75.69	92.51
Administrative Services—Level 5	50.99	56.45	63.74	81.95	100.16
Administrative Services—Level 6	55.66	61.63	69.58	89.46	109.34

	Night	Continuous night	Saturday	Sunday	Public holiday
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Administrative Services—Level 7	64.12	70.99	80.15	103.05	125.95
Administrative Services—Level 8	74.58	82.57	93.22	119.86	146.49
Administrative Services—Level 9	77.98	86.34	97.48	125.33	153.18
Technology Professional					
Technology Professional—Level 1	45.15	49.99	56.44	72.56	88.69
Technology Professional—Level 2	53.98	59.77	67.48	86.76	106.04
Technology Professional—Level 3	66.60	73.73	83.25	107.03	130.82
Technology Professional—Level 4	77.87	86.21	97.34	125.15	152.96
Technical Employee					
Technical Employee—Level 1	41.71	46.17	52.13	67.03	81.92
Technical Employee—Level 2	46.54	51.52	58.17	74.79	91.41
Technical Employee—Level 3	48.50	53.69	60.62	77.94	95.26
Technical Employee—Level 4	54.08	59.88	67.60	86.92	106.23
Technical Employee—Level 5	61.32	67.89	76.65	98.55	120.45
Technical Employee—Level 6	66.60	73.73	83.25	107.03	130.82
Technical Employee—Level 7	77.87	86.21	97.34	125.15	152.96

39. By deleting the table appearing in clause B.9 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Air Traffic Controller				
Air Traffic Controller—Academy Trainee	44.49	59.32	59.32	74.15
Air Traffic Controller—Field Trainee	54.36	72.48	72.48	90.60
Air Traffic Controller	64.64	86.18	86.18	107.73
Unit Tower Supervisor	72.08	96.10	96.10	120.13
Check & Standardisation Supervisor—Air Traffic Control	76.37	101.82	101.82	127.28
Systems Supervisor	76.37	101.82	101.82	127.28
Airways Data Team				
Airways Data Team—Trainee	39.99	53.32	53.32	66.65
Airways Data Team—Officer	40.79	54.38	54.38	67.98
Airways Data Team—Supervisor	54.21	72.28	72.28	90.35
Simulator Support Specialist				
Simulator Support Specialist—Trainee	39.99	53.32	53.32	66.65
Simulator Support Specialist—Level 1	40.79	54.38	54.38	67.98
Simulator Support Specialist—Level 2	46.61	62.14	62.14	77.68
Simulator Support Specialist—Classroom Trainer	49.95	66.60	66.60	83.25
Simulator Support Specialist—Supervisor	54.21	72.28	72.28	90.35
Flight Data Coordinator				
Flight Data Coordinator—Trainee	39.99	53.32	53.32	66.65
Flight Data Coordinator—Officer	40.79	54.38	54.38	67.98
Flight Data Coordinator—Supervisor	54.21	72.28	72.28	90.35
Upper Air Space High Frequency				
Aviation Communications Specialist— Trainee	41.43	55.24	55.24	69.05
Aviation Communications Specialist— Journeyman	49.67	66.22	66.22	82.78
Aviation Communications Specialist	55.88	74.50	74.50	93.13
Check & Standardisation Supervisor— Upper Air Space High Frequency	58.58	78.10	78.10	97.63
High Frequency Shift Manager	62.04	82.72	82.72	103.40
National Operations Centre				
Traffic Management Officer—Trainee	41.43	55.24	55.24	69.05
Traffic Management Officer—Journeyman	49.67	66.22	66.22	82.78

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	150%	200%	200%	250%
	\$	\$	\$	\$
Traffic Management Officer	55.88	74.50	74.50	93.13
Check & Standardisation Supervisor— National Operations Centre	58.58	78.10	78.10	97.63
National Operations Supervisor	62.04	82.72	82.72	103.40
Aviation Rescue Fire Fighter				
Recruit	39.83	53.10	53.10	66.38
Trainee Fire Fighter—Level 1	40.58	54.10	54.10	67.63
Trainee Fire Fighter—Level 2	42.56	56.74	56.74	70.93
Leading Fire Fighter	44.24	58.98	58.98	73.73
Sub-Station Officer	44.94	59.92	59.92	74.90
Station Officer	47.61	63.48	63.48	79.35
Fire Commander	56.84	75.78	75.78	94.73
Administrative Services				
Administrative Services—Level 1	40.22	53.62	53.62	67.03
Administrative Services—Level 2	43.58	58.10	58.10	72.63
Administrative Services—Level 3	47.40	63.20	63.20	79.00
Administrative Services—Level 4	50.46	67.28	67.28	84.10
Administrative Services—Level 5	54.63	72.84	72.84	91.05
Administrative Services—Level 6	59.64	79.52	79.52	99.40
Administrative Services—Level 7	68.70	91.60	91.60	114.50
Administrative Services—Level 8	79.91	106.54	106.54	133.18
Administrative Services—Level 9	83.55	111.40	111.40	139.25
Technology Professional				
Technology Professional—Level 1	48.38	64.50	64.50	80.63
Technology Professional—Level 2	57.84	77.12	77.12	96.40
Technology Professional—Level 3	71.36	95.14	95.14	118.93
Technology Professional—Level 4	83.43	111.24	111.24	139.05
Technical Employee				
Technical Employee—Level 1	44.69	59.58	59.58	74.48
Technical Employee—Level 2	49.86	66.48	66.48	83.10
Technical Employee—Level 3	51.96	69.28	69.28	86.60
Technical Employee—Level 4	57.95	77.26	77.26	96.58
Technical Employee—Level 5	65.70	87.60	87.60	109.50
Technical Employee—Level 6	71.36	95.14	95.14	118.93
Technical Employee—Level 7	83.43	111.24	111.24	139.05

40. By deleting the amount “\$1122.00” appearing in clause C.1 and inserting “\$1161.30”.

41. By deleting the table appearing in clause C.1 and inserting the following:

Allowance	Clause	Payable	Description	% of the standard rate	\$
Airport category allowance	12.7(a)	annually	Category 7 or 8	231.21	2685.04
	12.7(b)		Category 9 or higher	469.92	5457.18
Complexity allowance	12.8(a)	annually	UTS/C&SS – Syd:	469.92	5457.18
			ATC – Syd:	357.14	4147.47
			Field trainee – Syd:	300.84	3493.65
			UTS/C&SS – (a):	328.99	3820.56
			ATC – (a):	216.22	2510.96
			Field trainee – (a):	159.75	1855.18
			UTS/C&SS – B:	328.99	3820.56
			ATC – B:	216.22	2510.96
			Field trainee – B:	159.75	1855.18
Surveillance Advisory Service (SAS) Allowance	12.9		5% of salary	n/a	-
Simultaneous Operations Allowance	12.10.		% of salary - See clause 12.10	n/a	-
First aid	12.15(a)	weekly		1.614	18.74
On the Job Training Instructor	12.16	annually	6.5% of salary	n/a	-
Optical Fibre and Filled Cable	12.19(a)	weekly	Directly supervising the laying, terminating, maintenance or removal of optical fibre cable	2.952	34.28
	12.19(b)		Directly supervising jointing work of optical fibre	3.375	39.19
	12.19(c)		Directly supervising the laying, terminating, maintenance or removal of filled cable	2.105	24.45
	12.19(d)		Directly supervising jointing work of filled cable	2.529	29.37

Allowance	Clause	Payable	Description	% of the standard rate	\$
Special rates					
Confined spaces	12.20(b)	hourly		0.077	0.89
Dirty work	12.20(c)	hourly		0.058	0.67
Epoxy-based materials	12.20(d)	hourly		0.077	0.89
Height money	12.20(e)	hourly		0.04	0.46
Hot places	12.20(f)(i)	hourly	46–54 degrees Celsius	0.058	0.67
			Above 54 degrees Celsius	0.077	0.89
Wet places	12.20(g)	hourly		0.058	0.67
Explosive powered tools	12.20(h)	daily		0.155	1.80
Towers	12.20(i)	hourly		0.065	0.75
Representative allowance	12.21(a)	annually	Cat 1:	219.05	2543.83
			Cat 2:	527.72	6128.41
			Cat 3:	629.5	7310.38
Restriction duty	17.9(b)	hourly	Available to perform extra duty outside ordinary hours	0.321	3.73

41. By deleting clause F.5.1 and inserting the following:

F.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause F.5.2 and F.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause F.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	540.50	17.77
Plus 1 year out of school	454.40	14.95	540.50	17.77	629.00	20.69
Plus 2 years out of school	540.50	17.77	629.00	20.69	732.00	24.07
Plus 3 years out of school	629.00	20.69	732.00	24.07	838.00	27.57

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 4 years out of school	732.00	24.07	838.00	27.57		
Plus 5 or more years out of school	838.00	27.57				

(b) Wage Level B

Subject to clause F.5.2 and F.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause F.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	526.70	17.34
Plus 1 year out of school	454.40	14.95	526.70	17.34	605.90	19.93
Plus 2 years out of school	526.70	17.34	605.90	19.93	710.60	23.38
Plus 3 years out of school	605.90	19.93	710.60	23.38	810.40	26.66
Plus 4 years out of school	710.60	23.38	810.40	26.66		
Plus 5 or more years out of school	810.40	26.66				

(c) Wage Level C

Subject to clause F.5.2 and F.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause F.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	526.70	17.34
Plus 1 year out of school	454.40	14.95	526.70	17.34	595.60	19.58
Plus 2 years out of school	526.70	17.34	595.60	19.58	665.40	21.89
Plus 3 years out of school	595.60	19.58	665.40	21.89	741.20	24.37
Plus 4 years out of school	665.40	21.89	741.20	24.37		
Plus 5 or more years out of school	741.20	24.37				

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause F.5.2 and F.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause F.5.2 and F.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	869.80	28.62	902.80	29.69
Wage Level B	841.20	27.68	873.20	28.72
Wage Level C	769.40	25.31	798.50	26.27

(e) School-based traineeships

Subject to clauses F.5.2 and F.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
13.57	14.95

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2025.

PRESIDENT